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Factors Related to Burnout in The Covid-19 Vaccination Team in Subang District 2020-2022

Muhamad Azhari Maulana[1], Marsen Isbayuputra[2], Endang Parahyanti[3], Dewi S. Soemarko[2], Yudiana Ratnasari[3]

[1]Magister of Occupational Medicine Program, Department of Community Medicine, Faculty of Medicine, Universitas Indonesia.
[2]Department of Community Medicine, Faculty of Medicine, Universitas Indonesia.
[3]Department of Psychology, Faculty of Psychology, Universitas Indonesia.

Corresponding author: Muhamad Azharu Maulana
Email: *azharimazh@gmail.com*

Abstract

Introduction: The COVID-19 Pandemic was happening around the World, including in Indonesia. All sectors were impacted, including health workers. The risks for physical and mental health increased during the Pandemic, including Burnout. Vaccination was a method for giving humans immunity. Subang is a District, West Jawa, Indonesia with a government policy for accelerating vaccination, which may impact demand and increase the team's Burnout potential.
Aim: Research was conducted to detect what factors correlated with Burnout in the Vaccination Team in Subang.
Methods: Research was conducted in May – July 2022 in the Public Health Care, Subang District, West Java, Indonesia. The reseach uses simple random sampling, comprising 131 Vaccination Team members who complete this research. Variable factors are demographic factors (age, sex, marital status, education status), work factors (distance to workplace, work period, and task on the Vaccination Team), mental workload, and work locus of control. The analysis will be conducted with chi-square for correlation (bivariate) and logistic regression for analize the most related factors (multivariate).
Result and Discussions: In this research, there is 44(33,3%) person of team members who have Burnout. No demographic factors correlate with Burnout (p-value>0.05). There is correlation between work period (p-value=0.022), mental workload (p-value = 0.049) and work locus of control (p-value=0.022) to Burnout. Work locus of control (p-value=0.012) was the most related factor to Burnout (aOR=2,9).
Conclusion: Work period, mental workload, and locus control factors correlate with Burnout. Work locus of control was most related to Burnout in the Vaccination Team in the Subang District.
Keywords: Burnout, Mental Workload, Work Locus of Control, COVID-19.

Abstrak

***Pendahuluan**: Pandemi COVID-19 terjadi di seluruh dunia, termasuk Indonesia. Terjadi peningkatan risiko ganguan kesehatan fisik dan mental saat Pandemi dari tenaga kesehatan salah satu nya Burnout. Vaksinasi adalah usaha memberikan imunitas kelompok masyarakat. Kabupaten Subang merupakan daerah yang menerapkan program percepatan vaksinasi, hal tersebut turut meningkatkan kebutuhan akan tenaga tim vaksinasi COVID-19 hingga meningkatkan potensi Burnout.*
***Tujuan**: Melihat faktor apa saja yang berhubungan dengan Burnout pada tim vaksinasi COVID-19 Kabupaten Subang 2020-2022.*
***Metode**: Penelitian ini dilaksanakan pada Mei–Juli 2022 di Seluruh Puskesmas Kabupaten Subang,Jawa barat, Indonesia dengan kuesioner online. Sampling mengunakan simple random sampling dengan jumlah 131 sampel terdiri atas anggota tim vaksinasi COVID-19. Variabel yang diteliti adalah demografi (umur, jenis kelamin, status pernikahan, dan status pendidikan) faktor pekerjaan (jarak rumah ke tempat kerja, lama kerja, dan tugas dalam tim vaksinasi), beban kerja mental, dan lokus kendali. Analisa yang digunakan adalah analisis hubungan dengan chi square (bivariat), dan analisis faktor yang paling berhubungan dengan regresi logistik (Multivariat).*
***Hasil dan Diskusi:** Hasil dari penelitian ini 44 (33,3%) responden mengalami Burnout. Tidak ada faktor demografis yang berhubungan dengan Burnout (nilai-p>0.05). Faktor yang berhubungan dengan Burnout yaitu masa kerja (nilai-p=0.022), faktor lokus kendali (nilai p=0.02), dan beban kerja mental (nilai-p=0.049). Pada uji multivariat, faktor yang paling berhubungan adalah lokus kendali (aOR=2,9).*
***Kesimpulan**: Faktor masa kerja, lokus kendali dan beban kerja mental memiliki hubungan dengan Burnout. Faktor lokus kendali merupakan faktor yang paling berhubungan terhadap terjadi nya Burnout pada tim vaksinasi COVID-19 Kabupaten Subang.*
***Kata Kunci**: Burnout, Beban Kerja Mental, Lokus Kendali, COVID-19.*

Introduction

The COVID-19 Pandemic that has occurred in the World, including in Indonesia, is currently very influential in all aspects of life. In the aspect of the World of work, health workers at the forefront of dealing with this Pandemic are experiencing the most significant health risk. The latest data the deaths of health workers recorded, total of 2066 people due to COVID-19 (As of December 3, 2021).[1]

Another content that significantly affects health workers' quality of life and productivity is the risk of mental health disorders, including Burnout. During the Pandemic, a health worker is more at risk of exposure to high levels of stress, but on the other hand, there are no rules or policies that can protect them regarding mental health. According to research conducted by a research team led by Soemarko D et al. (2020) from Universitas Indonesia, it was found that as many as 83% of health workers in Indonesia have experienced moderate and severe Burnout.[2]

Torrente M et al. (2021) Researching 643 health workers in Spain, it was found that Burnout was higher in workers treating COVID-19 patients than in health workers who did not treat COVID-19 patients. In addition to the Pandemic period, many factors influence the emergence *of* Burnout in health workers. Liana Y (2020) research found that several factors related to Burnout, for example, are age, gender, marital status, education, work period, workload, work stress, and leadership style.[3,4] In addition to pressures from outside, Burnout can also arise due to factors physiologist of health worker, according in research Puspita P. I (2017) examined that individual health workers with an external locus of control believe that factors from outside cause their successes and failure. They consider themselves powerless in stressful situations, so they give up easily and are numb to work, which is one of the signs of Burnout.[5] The vaccination of COVID-19 is an additional job during the Pandemic period outside their primary job as an employee of the primary health care.[6] In one of the online articles from Tirto.id (2021) titled "Burnout vaccinators when Jokowi wants to Quickly Control COVID-19" describes the current vaccination situation and vaccine workers already threatened with fatigue.[7]

Subang District, West Java, Indonesia, have a 2,051.76 km^2 area with 3 types of land: Mountain, Hill and Beaches. Because of the landscape, they have experienced problems reported by the online media TribunJabar.id and Kompas.com about hard the distribution and insufficient vaccine stocks in mid-2021, especially in august 2021.[8,9] The disturb of vaccination activity triggered a reaction from the local Government to accelerate vaccination for a catch up the achievement target. Because of that, it potentially increased the workload of Vaccination Team member.[10–12] From various factors that affect the physical and mentality of the COVID-19 Vaccination Team, this study was to answer factors related to Burnout in the COVID-19 Vaccination Team in Subang District, West Java, Indonesia (2020-2022).

Methods

This study aims to determine factors related to Burnout in the Vaccination Team in Subang District with the Cross-Sectional method. The sampling method was used simple random sampling with the Slovin method, which was decided of 131 person sample from 195 people population of member Vaccination Teams.[13] This research has been ethical reviewing with ethical committee in Universitas Indonesia with ethical letter number KET-395/UN2F1/ETIK/PPM.00.02/2022. Independent Variables in this study were age, gender, marriage status, education level, task in the Vaccination Team, distance to workplace, working period, mental workload, and work locus of control. The dependent variable in this study is Burnout.

The online questionnaire contains demographic factors (name, age, marital status, gender, and education level) and occupation factors (Working period, distance to workplace, and tasks in the Vaccination Team). Maslach Instruments Burnout Inventory (MBI) questionnaire to measure Burnout consists of 21 items and the result will be converted to a level of 3 symptoms of Burnout, sample with a high score on the Depersonalization and Emotional Exhaustion scales interpreted manifestation of Burnout.[14] The Mental Workload Questionnaire consists of several questions summarized in the NASA-TLX Questionnaire and then interpreted into 4 categoric low, moderate, high and very high.[15] A questionnaire to reveal the level of work locus of control of a person summarized in the work locus of control scale questionnaire and interpreted by two categories external and internal work locus of

control.[16] The online Questionnaire was made in the *google form* and shared one by one with the respondent by the researcher via instant message.

The Univariate Analysis aims to describe the characteristics of the Vaccination Team, distance to work, Working period, mental workload, work locus of control, and Burnout of the Vaccination Team. Data in factor Working period and distance to workplace carried out with the Kolmogorov-Smirnov test for normality test and the results use middle value (median) because of an unnormal result. The Bivariate analysis with 2 Categorical variables using the Chi-Square test. If the terms and conditions meet, if it is not possible, the bivariate analysis test is switched to using the Exact Fisher test.[13] The Multivariate analysis uses the Regression Logistic statistical method to determine the most related factor related with Burnout.[13]

Result

Respondent Data

Table 1. Respondent data

No	Variable		Persons	%
1	Age	> 44 Years Old	16	12,2
		≤ 44 Years Old	115	87.8
2	Gender	Man	35	26.7
		Woman	96	74.3
3	Education Level	≥ S1/D4	86	65.6
		< S1/D4	45	34.4
4	Marital Status	Unmarried	15	11.5
		Married	112	85.5
		Divorced	4	3.1
5	Tasks in the Vaccination Team	Vaccinator	68	51.9
		Administrator I.T.	63	48.1
6	Working period	>9	63	48.9
		0-9	68	51.1
7	Distance to Workplace	≤ 5 Km	69	52,7
		> 5 Km	62	47,3

Table 2. Respondent burnout data

No	Variable		Persons	%
1	Burnout	Non-Burnout	87	66. 7
		Burnout	44	33.3
	Sum		131	100

Tabel 3. Burnout symptom rate data

No.	Symptoms of Burnout	Emotional fatigue (%)	Depersonalisasi (%)	Decreased Achievement (%)
1	Low	41 (31,2)	92 (70,2)	78 (59,5)
2	Moderat	49 (37,4)	32 (24,4)	48 (36,6)
3	High	34 (25,9)	6 (4,5)	4 (3)
4	Very High	7 (5,3)	1 (0,7)	1 (0,7)
	Sum	131 (100)	131 (100)	131 (100)

Tabel 4. Mental workload level data

Variable		Number (Persons)	%
Mental Workload	Low	1	0,8
Moderat	8	6.1	
High	57	43.5	
Very High	65	49.6	
Sum		131	100

Table 5. Work locus of control data

Variable		Number (Persons)	%
Work locus of control	Internal	66	50.4
	External	65	49.6
Sum		131	100%

Characteristics of respondents and Burnout

From the results obtained, the majority of respondents were under the age of 44 years (87%), female (73.3%), and married (85.5%), with an education level of S1 or higher (65.6%), and task in Vaccination Team is vaccinators 68 (51,9%), Working period less or same than 9 years (51.1%), distance to workplace less than 5 km (52.7%), internal work locus of control (50.4%) and with a very high mental workload (49.6%). The data above shows 44 respondents who experienced Burnout (33.6%).

The Association Risk Factor and Burnout

There is table 6. Bivariate test analysis found variables of age, marital status, education, the distance of work, and task in the Vaccination Team had no relationship with Burnout. On the variable working period with Burnout, the data analysis results obtained 29 (41,8%) respondents have Burnout and a working period less or same than 9 years, giving a significant p-value is 0.022, indicating a relationship between the working period and Burnout. From the study, the results of individuals with a working period of under nine years were at risk of experiencing Burnout 2.1x (OR = 2,154 (1,022-4,359)) compared to individuals with a working period of more than nine years.

For the variable work locus of control and Burnout, the respondent who had an internal work locus of control that did not experience Burnout, as many as 50 (75.8%) respondents, and among those who experienced Burnout, as many as 16 (24.2%) respondents. In the external work locus of control factor, respondents who did not experience Burnout were as many as 37 (56.9%), and among those who experienced Burnout, as many as 28 (43.1%). Analysis of work locus of control related to Burnout obtained a p-value of 0.022, and the result, there is an association between the work locus of control and Burnout. The study showed that individuals with an external work locus of control were at risk of experiencing Burnout 2.3x (OR = 2.365(1,120-4,991)) compared to individuals with an internal work locus of control.

For mental workload variables and Burnout, respondents with a high mental workload did not experience Burnout, as many as 43 (74.1%) respondents, and for those who experienced Burnout, as many as 15 (100%) respondents subsequently received respondents with very high mentally tired that did not experience Burnout as many as 36 (55.4%) respondents and those who experienced Burnout as many as 29 (44.6%) respondents. The p-value of mental workload with Burnout obtained a significant value of 0.009, so there is a relationship between mental workload and Burnout. The study showed that individuals with very high workloads were at risk of experiencing Burnout of 2.3x (OR = - 0.433 (- 0.202 - -0.930 negative correlation)) compared to low workloads.

The Most Related Factor Related to Burnout

Table 7 shows four variables analyzed simultaneously, and the largest value of aOR (aOR= 2.91) was the work locus of control, which means that the work locus of control is the most related factor compared to other factors for causing Burnout.

Discussion

The majority of respondents were under the age of 44 years, female, married, had a level of education Bachelor's degree or higher, and had a working period less or same than 9 years, distance to the workplace is about less or same than 5 km, the internal work locus of control and with a very high mental workload. Respondents who experienced Burnout were 44 people. The results are similar to research by Atia Y (2020) on

Table 6. The demography and occupational factors related with burnout

No	Variable		Burnout				
			Non-Burnout	Burnout	Total	p	OR
1	Age	≤ 44 Years Old	75 (75.8%)	40 (34.6%)	115 (100%)	.663	
		> 44 Years Old	12 (56,9%)	4 (43,1%)	16 (100%)		
2	Gender	Man	25 (71. 4%)	9 (28,6%)	34 (100%)	.459	
		Woman	62 (64,6%)	35 (35,4%)	97 (100%)		
3	Distance to Workplace	≤5 Km	47 (68,1%)	22 (31,9%)	115 (100%)	.663	
		>5 Km	40 (64,5%)	22 (35,5%)	16 (100%)		
4	Marital Status	Unmarried	8 (53,3%)	7 (46,7%)	15 (100%)	.112	
		Married	75 (67,0%)	37 (33,0%)	112 (100%)		
		Divorced	4 (100%)	0 (0%)	4 (100%)		
5	Education Level	≥S1/D4	55 (64,0%)	31 (36,0%)	86 (100%)	.407	
		<S1	32 (71,1%)	13 (28,9%)	45 (100%)		
6	Task in The Vaccination Team	Vaccinator	48 (70.6%)	20 (29.4%)	115 (100%)	.293	
		Administrator I.T.	39 (61,9%)	24 (38,1%)	16 (100%)		
7	Working Period	>9	48 (75.0%)	15 (25.0%)	63 (100%)	.022	2,154(1,022-4,359)
		≤9	39 (58,2%)	29 (41,8%)	68 (100%)		
8	Work Locus of Control	Internal	50 (75.8%)	16 (24.2%)	66 (100%)	.022	2,365(1,120-4,991)
		External	37 (56,9%)	28 (43,1%)	65 (100%)		
9	Mental Workload	Low	1 (100%)	0 (0%)	1 (100%)	. 009	0.433 (0.202-0.930)
		Moderate	7 (100%)	0 (0%)	7 (100%)		
		High	43 (74,1%)	15 (25,9%)	58 (100%)		
		Very High	36 (55,4%)	29 (44,6%)	65 (100%)		

Table 7. Related factors related to burnout

NO	Variable	P value	aOR	MIN	MAX
1	Marital Status	0.91			
2	Working period	0.04	2.52	1.03	6.17
3	Work locus of control	0.01	2.91	1.12	6.61
4	Mental Workload	0.12			

introverted individuals and Restiningrum (2015) in the same study of Nurses at Jember Lung Hospital who examined Burnout, where the study had characteristics of a sample of almost similar respondents.[17,18]

Age variables have no relationship with Burnout, and these results align with Indilusiantari V (2015). Still, in other studies by Sugiarto (2019), Young workers are more likely to experience Burnout than older workers. Age in Maslach (2001) explains why young employees tend to experience Burnout, and This is because work at a young age is more fulfilled by an expectation that is sometimes difficult to realize.[19,20] The gender variable has no relationship with Burnout, in line with Sari N (2015), But contrary to the results of research by Atia Y.S (2020), Women have a greater frequency of experiencing Burnout than men because most women often experience emotional fatigue.[17,21]

The marital status variable has no relationship with Burnout, in line with Swasti K (2018), but according to Farber (1991) in Sari N (2015), marital status affects the occurrence *of* Burnout. Unmarried individuals (especially a man) will find it easier to have Burnout compared to someone already married.[21,22] The education level variable has no relationship with Burnout, in line with Sari N (2015), but in Puspitasari (2014), the level of education also plays a role in Burnout. Workers with low education often experience stress related with work problems.[21,23] The task in the Vaccination Team has no relationship with Burnout, in line with Swasti K (2018) with the result that there is no relationship between structural and field workers and Burnout.[22] The distance variable between home to workplace has no relationship with Burnout, But based on Kwesi (2016), Novaco (2009) tells the state that distance and travel between work and home can cause commuting stress, which is the "effect of transfer between domains," where a psychological influence from one life (home, travel, work) is transferred negatively to another.[24]

In the variable of working period, there is a relationship and influence on Burnout; Kuniawati in Augusta (2019) says the period of service is the period or length of time an employee devotes himself to a company or organization. The working period is a grace period used by an employee to contribute his energy to the company so that it will produce quality work attitudes and work skills. The Study of Burnout and work period in Santoso (2021) shows that length of work is related to Burnout in health workers. The period of work has a positive effect on performance. The longer the work period of a person, the more experienced they will be in carrying out their duties, and vice versa. The Working period can be one of the factors for the occurrence of Burnout in workers. Workers with working periods less or same than 9 years will risk 2.1 (OR = 2,154(1,022-4,359)) times getting Burnout than workers working more than 9 years.[25–27]

In the work locus of the control variable, it is found that there is a relationship between Burnout. This research shows very high mental health, maybe because of The Vaccination Team's difficulty in tracing the target because of the landscape and distribution of the vaccine. It potentially treated them for Burnout, especially those with external work locus of control. The Work locus of control is the degree to which a person accepts personal responsibility for what happens to them. In the research of Puspita P.I (2017). Individuals with an external work locus of control believe that the successes and failures they experience are due to forces from outside the self. They consider themselves powerless in stressful situations, so they give up easily and are numb to work.[5]

On the contrary, the person with the internal work locus of control is more considerate that he has control over what happens and is more able to control what responses will be taken from a problem. Following the result, relationship of the work locus of control to Burnout, respondents with an external work locus of

control were 2.3 (OR = 2,365(1,120-4,991)) times more at risk of being exposed to Burnout than respondents with an internal work locus of control. In this study, the work locus of control was the most related factor related to Burnout (aOR = 2.91).

On the mental workload variable, the results of this study are in line with the research of Harry et al. (2021) in a study conducted on hundreds of doctors in the United States. There is a relationship between mental workload and Burnout, were doctors experience high mental needs and time requirements, especially in some areas of specialization. The study found a significant influence on the mental workload on Burnout, the lower the level of Burnout symptoms that occurred with a decrease in symptoms by 33% per 40 points of NASA-TLX decrease.[14]

The workload is an effort that a person must spend to meet job targets at a particular time. According to Maslach (2001), unbalance of workload is generally found as excessive workload through a simple formula that if there are too many demands, it will drain the individual's energy more so that recovery from fatigue and work stress becomes difficult. Workload mismatches can also result from the wrong type of work, such as when the worker does not have the skills or interest for a specific type of work, even if the workload is not too heavy. In addition, this research shows the difficulty for the vaccination team to trace the target area because the landscape delayed the vaccine distribution and accelerated vaccination target, potentially treating them with a very high workload and causing Burnout. A very high Mental Workload is 2.3 times riskier (OR = - 0.433 (0.202-0.930) of Burnout compared to respondents with a Low mental workload.[28]

Conclusion

There is no relationship between demographic factors like age, gender, marital status, educational level, and duties in the vaccination team with Burnout. There is a relationship between mental workload factors, working period, and work locus of control with Burnout in the COVID-19 Vaccination Team, Subang District. The work locus of control factor is the factor most related to Burnout in the COVID-19 Vaccination Team, Subang District**.**

Suggestion

For policyholders, we recommend paying attention to the Burnout of members of the Vaccination Team and helping to prevent the occurrence of Burnout, especially in those who have shown symptoms of emotional exhaustion, depersonalization and decreased personal achievement then help them to gain a motivation and fell supported by the Goverment. Create cooperation between superiors, subordinates, and cross-sectors to solve the problem in duties as Vaccination Team Member. Create an entertainment program or meeting for the Vaccination Team so that it can increase their mood. For members of the Vaccination Team, the internal work locus of control comes from self-awareness that what happens to us comes from ourselves, then the external things we cannot control, do not need to be distrupt your duties as Vaccination Team member.

Conflicts of Interest

There is no conflict of interest**.**

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